

10th February 2021
Mohit Sharma
Bangalore

Dear Mohit,

Based on our recent discussions with you, we are pleased to extend you an offer to join DeCurtis International Pvt. Ltd. as **Senior DevOps Engineer**. This letter will officially confirm your annual total earning potential and terms of your employment.

Your total earning potential includes:

-Annual Compensation of **INR 22,50,000 /-** this includes allowances, statutory benefits & RBC and will be structured in accordance with the Company's compensation guidelines. (structured as per the attached Annexure A – Compensation Details).

Additionally, you will be paid a **joining bonus of INR 1,00,000/-** if you join us on or before **8th March 2021**. The joining bonus is a one-time payment that will be paid in second month salary. In the unlikely event you choose to leave the Company, or if your services are terminated for any reason whatsoever before the completion of one year of employment with the Company, the joining bonus will be construed as debt due should be repaid fully by you before your last working day.

General Policies and Procedures:

A copy of the General Policies and Procedures of the Company will be given to you on the date of joining. You will be required to adhere to these, as well as to any other service conditions governing your unit and location that may be in force currently and/or which may be issued from time to time by the Management with respect to hours of work, weekly offs, paid holidays etc.

You will be placed on probation for a period of six months. This period will be extended if it is felt necessary to do so. During the probationary period, the Company shall be at liberty to terminate your employment without assigning any reason on giving Thirty days' notice or without any notice on payment of Thirty day's salary in lieu of notice. On the expiry of the probationary period, and subject to your services being found up to Company's expectations, you shall be confirmed in writing as a permanent employee.

As further detailed in the Terms of Employment, this offer and your employment with DeCurtis is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with DeCurtis, please submit a copy of this letter, Annexure A –

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for two (2) days from the date of this letter. If we do not receive the confirmation from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing.

Mohit, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call Hadi Hussain at 7506944112 or Apoorva at 0141-6646620 should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Apoorva Kasliwal
Director HR

ACKNOWLEDGED AND AGREED:

MOHIT SHARMA [Insert full legal name]

Candidate's signature _____


Date: 10th February 2021

Annexure A

Name: Mohit Sharma

Designation: Senior DevOps Engineer

Compensation Headers	Total Amount		
	Monthly (Rs)	Quarterly (Rs)	Yearly (Rs)
Basic	43,436		5,21,235
House Rent Allowance	17,375		2,08,494
Medical Allowance	1,250		15,000
Education Allowance	200		2,400
Car Allowance	4,000		48,000
Training Allowance	1,500		18,000
Telephone Allowance	1,000		12,000
Book Allowance	1,800		21,600
Other Allowance	72,138		8,65,651
Gross CTC	1,42,698		17,12,380
PF	5,212		62,548
Gratuity Inclusion	2,089		25,071
Variable Performance Compensation*		1,12,500	4,50,000
Total CTC	1,50,000		22,50,000

- *Variable Performance Compensation/ Result Based Compensation(RBC) will be released based on employee contributions over results & goals along with the achievement of company's quarter goal.



Apoorva Kasliwal
Director HR